

LAW ENFORCEMENT ACCREDITATION

Hayward (CA) Police Department

Agency

Hayward (CA) Police Department
Hayward Police Department
300 West Winton Ave.
Hayward, CA 94544

Chief Executive Officer

Chief of Police
Mark Koller

Methodology Overview

CALEA serves as the premier credentialing association for public safety agencies and provides accreditation services for law enforcement organizations, public safety communication centers, public safety training academies, and campus security agencies. The standards are promulgated by a board of 21 commissioners, representing a full spectrum of public safety leadership. The assessment process includes extensive self-assessment, annual remote web-based assessments, and quadrennial site-based assessments. Additionally candidate agencies are presented to the Commission for final consideration and credentialing.

CALEA Accreditation is a voluntary process and participating public safety agencies, by involvement, have demonstrated a commitment to professionalism. The program is intended to enhance organization service capacities and effectiveness, serve as a tool for policy decisions and management, promote transparency and community trust, and establish a platform for continuous review.

CALEA Accreditation is the Gold Standard for Public Safety Agencies and represents a commitment to excellence.



Law Enforcement Accreditation

CALEA standards reflect the current thinking and experience of Law Enforcement practitioners and researchers. Major Law Enforcement associations, leading educational and training institutions, governmental agencies, as well as Law Enforcement executives internationally, acknowledge CALEA's Standards for Law Enforcement Agencies© and its Accreditation Programs as benchmarks for professional law enforcement agencies.

CALEA's Founding Organizations:

- **International Association of Chiefs of Police (IACP)**
- **Police Executive ResearchForum (PERF)**
- **National Sheriffs Association (NSA)**
- **National Organization of Black Law Enforcement Executives (NOBLE)**

TABLE OF CONTENTS

Executive Summary

Chief Executive Officer Profile

Community Profile

Agency History

Agency Structure and Function

Agency Successes

Future Issues for Agency

Second Annual Compliance Service Review

Site-Based Assessment Review

Community Feedback and Review

Standards Related Data Tables

EXECUTIVE SUMMARY

Overview:

The Hayward (CA) Police Department is currently commanded by Mark Koller. The agency participated in a remote assessment(s), as well as site-based assessment activities as components of the accreditation process. The executive summary serves as a synopsis of key findings, with greater details found in the body of the report.

Compliance Service Review:

CALEA Compliance Services Member(s) Rob Sofie remotely reviewed 75 standards for the agency on 5/2/2018 using Law Enforcement Manual 5.23. These standards included specific time-sensitive issues, as well as all standards applicable to the agency by size and function. If standard issues are found they are listed below.

CALEA Compliance Services Member(s) Tim Hazlette remotely reviewed 83 standards for the agency on 4/16/2019 using Law Enforcement Manual 5.23. These standards included specific time-sensitive issues, as well as all standards applicable to the agency by size and function. If standard issues are found they are listed below.

Site-Based Assessment Review:

Site-Based Assessment Report was not completed.

CHIEF EXECUTIVE OFFICER PROFILE

Mark Koller

Chief Mark Koller began his law enforcement career with the Hayward Police Department in 1981 as a Police Assistant (currently known as a Community Service Officer). As a Police Assistant, he began working as a jailer and was later selected as a Crime Scene Technician. In 1984, he was promoted to police officer serving as a patrol officer, narcotics investigator, and child abuse investigator, as well as a team member on the Department's SWAT team. In 1995 he was promoted to Inspector where he served as a general crimes, burglary, and homicide investigator. In 1998, he was promoted to Sergeant and supervised patrol squads, Internal Affairs, and SWAT. In 2002, Mark was promoted to Lieutenant overseeing the day to day patrol operations as a Watch Commander and served as the department's SWAT Commander, Personnel and Training Manager, and as the Northern District Substation Commander. In 2013, Mark was promoted to Captain and assigned to the Field Operations Division. The Field Operations Division was divided in 2014, and Mark took command of the newly created Special Operations Division overseeing the District Substations, Personnel and Training, Traffic, Canine, and Special Response Units. In August 2016, Mark was appointed as the Acting Chief of Police, and on December 15, 2016, to Interim Chief of Police.

On July 17, 2017, Mark was appointed the City of Hayward's fourteenth Chief of Police.

Chief Koller obtained a Bachelor of Science Degree from California State University, Long Beach, and is a graduate of the 238th session of the FBI National Academy, the Los Angeles Leadership Program (formerly West Point Leadership), the 64th session of the Police Executive Research Forum Senior Management Institute for Police (SMIP), as well as the 2014 Local Government Leadership Academy of Alameda County. Mark is a second - generation Hayward Police Officer, being the son of Retired Inspector David Koller, who also served with the Hayward Police Department for over 30 years. Chief Koller's announced he will retire in Summer 2019.

COMMUNITY PROFILE

The City of Hayward, incorporated in 1876, is in Alameda County, CA, within the East Bay sub-region of the San Francisco Bay Area. The City is situated twenty-five miles southeast of San Francisco, fourteen miles south of Oakland, and twenty-six

miles north of San Jose. Hayward began as a small resort community surrounded by agriculture and has evolved into a vibrant city of many cultures, histories, and neighborhoods. Hayward encompasses approximately sixty-four square miles and is called the “Heart of the Bay” because of its central location in Alameda County and its welcoming culture.

Hayward’s population of approximately 160,500 people makes it the sixth largest city in the San Francisco Bay Area. The population is diverse, including 11.9 percent African American, 40.7 percent Latino, 34.2 percent White, and 13.2 percent Other or Multiracial residents. Many Hayward residents are foreign-born and speak a language other than English.

The Hayward median household income is approximately \$65,000. Education levels among Hayward residents indicate 81 percent high school graduates, and 26 percent with a bachelor’s degree or higher. The top twelve employers in the City are (in alphabetical order): Alameda County Sheriff’s Department, Manheim Auctions (automotive), Berkeley Farms (food and beverage), California State University, East Bay Campus, Chabot College, City of Hayward, Hayward Unified School District, Impax Labs, Marelich Mechanical, Pentagon Technologies, Siemines Building Tech, and St. Rose Hospital. Critical infrastructure within Hayward includes Hayward Executive Airport and two Bay Area Rapid Transit (BART) commuter rail stations.

The City of Hayward is governed by an elected Mayor and six City Council members. The Hayward Police Chief is appointed by the City Manager who is selected by the Mayor and City Council.

AGENCY HISTORY

The Hayward Police Department (HPD) has been honored to serve the Hayward community as a CALEA accredited agency continuously since 2011. The agency has an outstanding and close relationship to the community that is strengthened by two substations, North District Command and South District Command. A unique feature of HPD is its Youth and Family Services Bureau (YFSB) that has provided no-cost professional mental health services to Hayward residents for more than forty years. More recently, Chief Mark Koller proactively initiated a project in conjunction with the City Council to establish a Citizens' Advisory Committee to the Chief of Police; the Committee will be cross-section of Hayward businesses, adults, youth, and nonprofit organizations who will provide grassroots advice and information to the Chief in key community decision-making processes. HPD looks forward to maintaining its longstanding dedicated service to the Hayward community.

AGENCY STRUCTURE AND FUNCTION

The Hayward Police Department is divided into five divisions including the Office of the Chief, Investigations, Patrol, Special Operations, and the Support Services Division. The Office of the Chief is headed by the Police Chief, and includes

CALEA Accreditation, Policy, Planning, and Research, and Internal Affairs. The Investigations Division is commanded by a Captain, and includes the Criminal Investigations Bureau, the Special Investigations Bureau, and the Youth and Family Services Bureau. The Patrol Division is commanded by a Captain and is responsible for all patrol operations within the agency. The Special Operations Division, also headed by a Captain, is responsible for the Reserve Officer Bureau, the Office

of Personnel and Training, the Chabot Community College Campus Safety consultant, Northern District Operations and Southern District Operations, and Special Operations Teams comprised of the agency's traffic unit, canine unit, emergency preparedness unit, and Special Response Unit (SWAT). The agency's Support Services Division is commanded by a civilian manager who oversees Police Records, Jail Operations, Information Technology, Animal Services, Budget and Finance, Property and Evidence, Crime Scene Investigations, and the agency's Emergency Communications Center. At the close of December 2018, the Department had 169 sworn and 106 non-sworn personnel.

AGENCY SUCCESSES

The agency won a competitive contract from the Alameda Delinquency Prevention Network during the assessment year. The contract is to provide diversion services through a unique and important part of the agency, the Youth and Family Services Bureau (YFSB). YFSB has a staff of licensed mental health professionals who provide no-cost individual and group mental health services to Hayward youth and families. YFSB works closely with School Resource Officers (SROs) assigned to Hayward schools. (CALEA Standard 44.1.3).

An process headed for success is the finalization of the Citizen Advisory Panel to the Chief of Police. Spearheaded by Chief Koller with support from the City Manager, the Panel will include a diverse set of Hayward citizens and interest group groups to provide advice and suggestions to the Chief in making important community-related decisions. The Panel is expected to be implemented in the first quarter of 2019.

FUTURE ISSUES FOR AGENCY

There are two pressing future issues facing the agency and the City of Hayward. The first issue is recruitment of sworn and professional staff into vacancies and pending retirements. The second issue is working in the confines of an undersized police station. Staffing and services have expanded significantly since the original construction, and more physical space is needed for optimum service. The City and the agency continue to review opportunities for relocation and construction of a new police station; construction costs in the San Francisco Bay Area are a significant challenge.

YEAR 2 REMOTE WEB-BASED ASSESSMENT

Compliance Services Member: Tim Hazlette

On 4/16/2019, the Year 2 Remote Web-based Assessment of Hayward (CA) Police Department was conducted. The review was conducted remotely and included 83 standards from the CALEA® Standards for Law Enforcement Manual. The following standards were reviewed and the findings are denoted:

Standards	Findings
1 Law Enforcement Role and Authority	
1.2.1 Legal Authority Defined (LE1)	Compliance Verified
1.2.2 Legal Authority to Carry/Use Weapons	Compliance Verified
1.2.5 Arrest with/without Warrant (LE1)	Compliance Verified
1.3.2 Use of Deadly Force (LE1)	Compliance Verified
1.3.3 Warning Shots (LE1)	Compliance Verified
1.3.5 Rendering Aid After Use of Weapons (LE1)	Compliance Verified
1.3.11 Annual/Biennial Proficiency Training* (LE1)	Compliance Verified
2 Agency Jurisdiction and Mutual Aid	
2.1.2 Concurrent Jurisdiction	Compliance Verified
3 Contractual Agreements for Law Enforcement Services	
3.1.1 Written Agreement for Services Provided (LE1)	Compliance Verified
3.1.2 Employee Rights	Compliance Verified
11 Organization and Administration	
11.1.1 Description of Organization (LE1)	Compliance Verified
11.4.4 Computer Software Policy	Compliance Verified
12 Direction	
12.1.1 CEO Authority and Responsibility	Compliance Verified
15 Planning and Research Goals and Objectives and Crime Analysis	
15.1.1 Activities of Planning and Research	Compliance Verified
15.1.2 Organizational Placement/Planning and Research	Compliance Verified
15.1.3 Multiyear Plan	Compliance Verified
16 Allocation and Distribution of Personnel and Personnel Alternatives	
16.1.1 Position Management System	Compliance Verified
16.3.1 Program Description (LE1)	Compliance Verified
16.3.2 Selection Criteria (LE1)	Compliance Verified

Standards	Findings
16.4.3 Uniforms	Compliance Verified
17 Fiscal Management and Agency Property	
17.1.1 CEO Authority and Responsibility	Compliance Verified
17.4.3 Independent Audit	Compliance Verified
17.5.1 Inventory and Control	Compliance Verified
21 Classification and Delineation of Duties and Responsibilities	
21.1.1 Task Analysis	Compliance Verified
21.2.1 Classification Plan	Compliance Verified
22 Compensation Benefits and Conditions of Work	
22.1.1 Salary Program	Compliance Verified
22.2.5 Clothing and Equipment	Compliance Verified
22.2.7 Employee Identification (LE1)	Compliance Verified
24 Collective Bargaining	
24.1.1 Agency Role	Compliance Verified
25 Grievance Procedures	
25.1.1 Grievance Procedures (LE1)	Compliance Verified
26 Disciplinary Procedures	
26.1.1 Code of Conduct and Appearance (LE1)	Compliance Verified
26.1.4 Disciplinary System (LE1)	Compliance Verified
31 Recruitment	
31.1.1 Agency Participation	Compliance Verified
31.1.2 Assignment/Recruitment	Compliance Verified
32 Selection	
32.1.1 Selection Process Described (LE1)	Compliance Verified
32.1.7 Selection Material Security	Compliance Verified
32.2.9 Records Retention	Compliance Verified
33 Training and Career Development	
33.1.1 Training Committee	Agency Elected 20%
33.1.7 Training Class Records Maintenance (LE1)	Compliance Verified
33.4.1 Entry Level Training Required (LE1)	Compliance Verified
33.4.2 Recruit Training Program	Compliance Verified
Notes: ISSUE: - AGENCY ACTION NEEDED:	
34 Promotion	

Standards	Findings
34.1.2 Authority and Responsibility	Compliance Verified
35 Performance Evaluation	
35.1.1 Performance Evaluation System (LE1)	Compliance Verified
41 Patrol	
41.1.1 Shift/Beat Assignment	Compliance Verified
41.2.1 Responding Procedures (LE1)	Compliance Verified
41.3.1 Patrol Vehicles Lights Sirens	Compliance Verified
42 Criminal Investigation	
42.1.1 On-Call Schedule	Compliance Verified
42.1.2 Case-Screening System	Compliance Verified
42.2.3 Investigative Checklists	Compliance Verified
43 Vice Drugs and Organized Crime	
43.1.1 Complaint Management (LE1)	Compliance Verified
44 Juvenile Operations	
44.1.2 Policy Input Others	Compliance Verified
45 Crime Prevention and Community Involvement	
45.1.3 Prevention Input	Compliance Verified
46 Critical Incidents Special Operations and Homeland Security	
46.2.6 VIP Security Plan	Compliance Verified
46.2.7 Special Events Plan (LE1)	Compliance Verified
52 Internal Affairs	
52.1.1 Complaint Investigation (LE1)	Compliance Verified
52.1.2 Records Maintenance and Security (LE1)	Compliance Verified
52.2.2 CEO Notification	Compliance Verified
54 Public Information	
54.1.2 Policy Input	Compliance Verified
55 Victim/Witness Assistance	
55.2.6 Next-of-Kin Notification (LE1)	Compliance Verified
61 Traffic	
61.1.2 Uniform Enforcement Procedures (LE1)	Compliance Verified
61.1.3 Violator Procedures (LE1)	Compliance Verified
61.1.8 Officer-Violator Relations	Compliance Verified

Standards	Findings
61.3.3 Escorts (LE1)	Compliance Verified
61.4.1 Assistance Highway Users (LE1)	Compliance Verified
70 Detainee Transportation	
70.1.3 Procedures Transporting by Vehicle	Compliance Verified
70.4.1 Vehicle Safety Barriers	Compliance Verified
71 Processing and Temporary Detention	
71.1.1 Designate Rooms or Areas (LE1)	Compliance Verified
71.5.1 Security Concerns in Designated Processing or Testing Rooms/Areas (LE1)	Compliance Verified
72 Holding Facility	
72.1.1 Training User Personnel* (LE1)	Not Applicable by Function
<p>Notes: Standard is designated NOT APPLICABLE by the agency. It does operate a Juvenile Holding Facility that contains juvenile offenders for no more than 96 hours per POLICY 900; which reads; The only temporary detention conducted by the Hayward Police Department applies to the custody of juveniles. All adult detainees are immediately processed into the Hayward Police Department Detention Facility. This facility is classified by the State of California, Corrections Standards Authority as a "Type 1" facility. A type 1 facility is a local detention facility used for the detention of persons usually pending arraignment, but not more than ninety-six (96) hours.</p>	
73 Court Security	
73.1.1 Role Authority Policies (LE1)	Compliance Verified
74 Legal Process	
74.1.1 Information Recording (LE1)	Compliance Verified
81 Communications	
81.1.2 Operations Meet FCC Requirements	Compliance Verified
81.2.1 24 Hour Toll-Free Service (LE1)	Compliance Verified
81.2.4 Radio Communications Procedures (LE1)	Compliance Verified
81.2.12 Misdirected Emergency Calls (LE1)	Compliance Verified
81.3.1 Communications Center Security (LE1)	Compliance Verified
82 Central Records	
82.1.1 Privacy and Security (LE1)	Compliance Verified
82.1.3 Records Retention Schedule	Compliance Verified
83 Collection and Preservation of Evidence	
83.1.1 24 Hour Availability (LE1)	Compliance Verified
83.2.1 Guidelines and Procedures (LE1)	Compliance Verified
84 Property and Evidence Control	
84.1.1 Evidence/Property Control System (LE1)	Compliance Verified

Standards	Findings
84.1.3 Temporary Security (LE1)	Compliance Verified
84.1.6 Inspections and Reports* (LE1)	Compliance Verified

Response from Agency Regarding Findings:

The process went relatively smoothly. One issue of concern came up regarding Standard 72.1.1 but was quickly confirmed to be Not Applicable by our Regional Program Manager. As the agency CEO, I am extremely appreciative of the work and how thorough our compliance reviewer was during the process. Having a continuing independent review serves as an objective assessment of our department and its commitment to operate at the highest level of standards within our profession.

SITE-BASED ASSESSMENT

7/26/2019

Planning and Methodology:

STATISTICS AND DATA TABLES

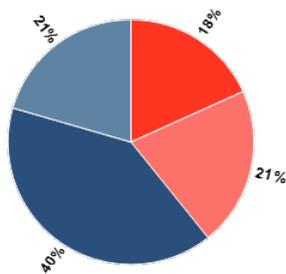
Overview

The following information reflects empirical data submitted by the candidate agency specifically related to CALEA Standards. Although the data does not confirm compliance with the respective standards, they are indicators of the impact of the the agency’s use of standards to address the standards' intent

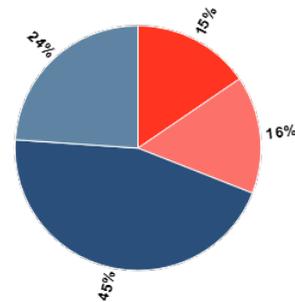
Traffic Warnings & Citations - Reaccreditation Year 1

Race/Sex	Warnings	Citations	Total
White Non-Hispanic Male	721	510	1231
Black Non-Hispanic Male	831	514	1345
Hispanic Latino Any Race Male	1592	1490	3082
Other Male	811	790	1601
White Non-Hispanic Female	321	256	577
Black Non-Hispanic Female	353	273	626
Hispanic Latino Any Race Female	505	591	1096
Other Female	261	413	674
TOTAL	5395	4837	10232

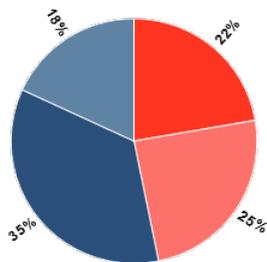
Male Warnings



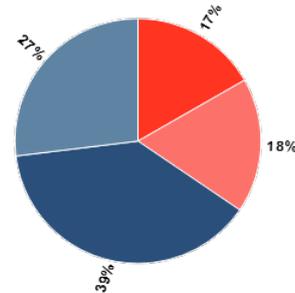
Male Citations



Female Warnings



Female Citations



Legend

White Non-Hispanic Male	
Black Non-Hispanic Male	

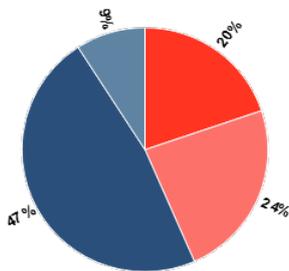
Hispanic Latino Any Race Male

Other Male

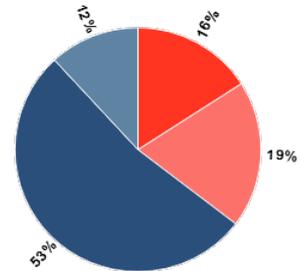
Traffic Warnings & Citations - Reaccreditation Year 2

Race/Sex	Warnings	Citations	Total
White Non-Hispanic Male	750	382	1132
Black Non-Hispanic Male	892	468	1360
Hispanic Latino Any Race Male	1794	1267	3061
Other Male	346	285	631
White Non-Hispanic Female	288	180	468
Black Non-Hispanic Female	394	216	610
Hispanic Latino Any Race Female	526	458	984
Other Female	817	497	1314
TOTAL	5807	3753	9560

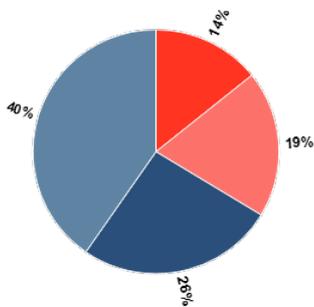
Male Warnings



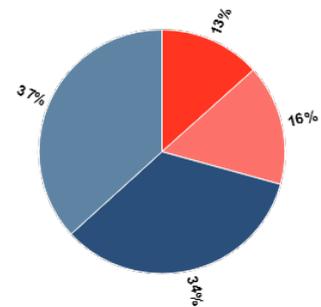
Male Citations



Female Warnings



Female Citations



Legend

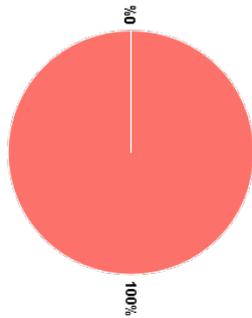
White Non-Hispanic Male	
Black Non-Hispanic Male	
Hispanic Latino Any Race Male	
Other Male	

Biased Based Profiling

Complaints from:	Year 1	Year 2
Traffic Contacts	0	1
Field Contacts	1	1
Asset Forfeiture	0	0

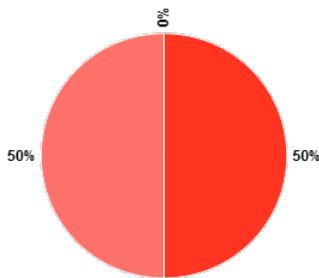
Recreditation Year 1

Complaints



Recreditation Year 2

Complaints



Legend

Traffic Contacts	
Field Contacts	
Asset Forfeiture	

Use Of Force - Reaccreditation Year 1

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Firearm									409
Discharge	1	0	0	0	1	1	0	0	3
Display Only	63	14	95	11	149	26	39	9	406
ECW									66
Discharge Only	3	0	5	0	7	0	3	0	18
Display Only	10	2	15	0	14	2	5	0	48
Baton	0	1	0	0	1	0	0	0	2
Chemical/OC	0	0	0	0	0	0	0	0	0
Weaponless	24	4	30	9	41	4	11	1	124
Canine									2
Release Only	0	0	0	0	0	0	0	0	0
Release and Bite	1	0	0	0	1	0	0	0	2
Total Uses of Force	102	21	145	20	214	33	58	10	603
Total Number of Incidents Resulting In Officer Injury or Death	0	0	0	0	0	0	0	0	0
Total Use of Force Arrests	0	0	0	0	0	0	0	0	0
Total Number of Suspects Receiving Non-Fatal Injuries	15	2	10	4	26	4	8	0	69
Total Number of Suspects Receiving Fatal Injuries	0	0	0	0	0	0	0	0	0
Total Agency Custodial Arrests	0	0	0	0	0	0	0	0	0
Total Use of Force Complaints	0	0	0	0	0	0	0	0	0

Reaccreditation Year 1 Notes:

Firearm, Display Only, does not send an alert to the EIIS system.

Canine UOF: Release Only, totaled 7. Demographic data is not collected in this category.

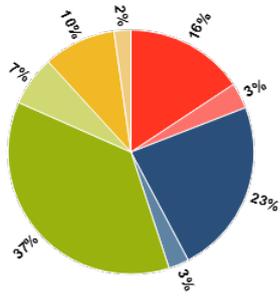
Total Incidents Resulting in Officer Injury/Death is 22. Demographic data is not collected in this category.

Total UOF Arrests: Totaled 119. Demographic data not collected in this category.

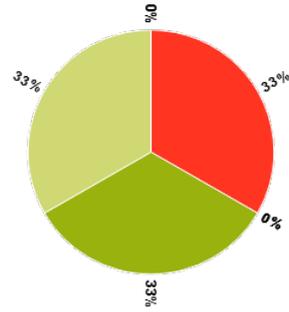
Total Agency Custodial Arrests: Totaled 3499. Demographic data not collected in this category.

Reaccreditation Year 1 Charts

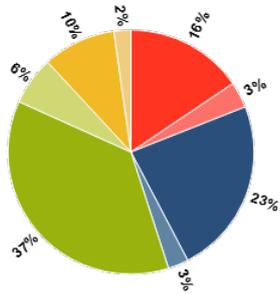
Total Firearm



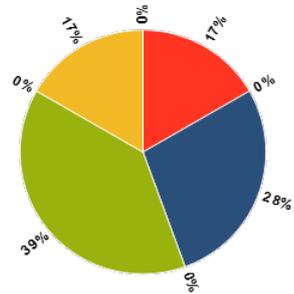
Firearm Discharge



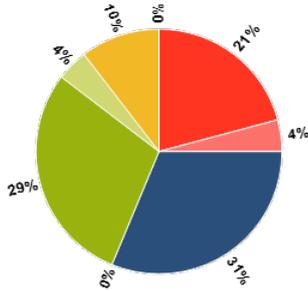
Firearm Display



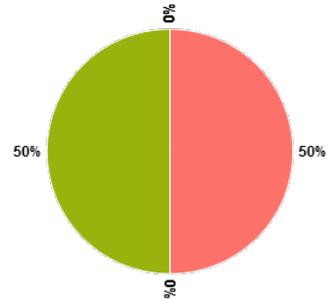
ECW Discharge



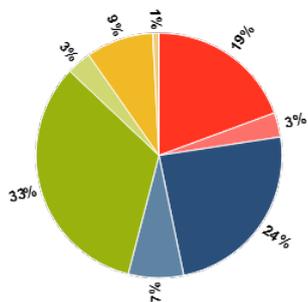
ECW Display



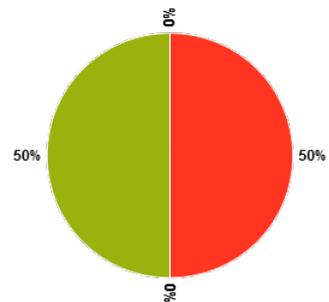
Baton



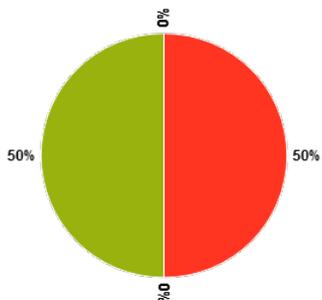
Weaponless



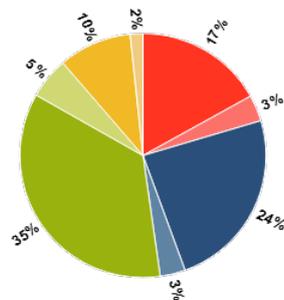
Total Canine



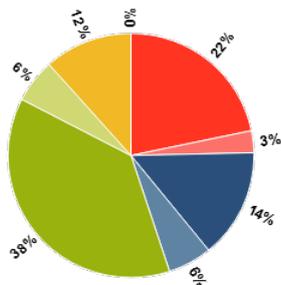
Canine: Release and Bite



Total Uses of Force



Total Number of Suspects Receiving Non-Fatal Injuries



Legend

White Non-Hispanic Male	
White Non-Hispanic Female	
Black Non-Hispanic Male	
Black Non-Hispanic Female	
Hispanic Latino Any Race Male	
Hispanic Latino Any Race Female	
Other Male	
Other Female	

Use Of Force - Reaccreditation Year 2

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Firearm									475
Discharge	0	0	0	0	2	0	0	0	2
Display Only	74	23	128	17	156	33	36	6	473
ECW									109
Discharge Only	4	0	2	0	11	0	5	0	22
Display Only	9	4	23	5	32	4	7	3	87
Baton	1	0	2	0	3	0	5	0	11
Chemical/OC	0	0	1	0	0	0	4	0	5
Weaponless	11	7	21	8	58	14	17	5	141
Canine									44
Release Only	3	2	6	1	22	5	2	1	42
Release and Bite	0	0	1	0	1	0	0	0	2
Total Uses of Force	102	36	184	31	285	56	76	15	785
Total Number of Incidents Resulting In Officer Injury or Death	0	0	0	0	0	0	0	0	0
Total Use of Force Arrests	0	0	0	0	0	0	0	0	0
Total Number of Suspects Receiving Non-Fatal Injuries	12	4	10	5	36	9	13	2	91
Total Number of Suspects Receiving Fatal Injuries	0	0	0	0	1	0	0	0	1
Total Agency Custodial Arrests	0	0	0	0	0	0	0	0	0
Total Use of Force Complaints	0	0	0	0	0	0	0	0	0

Reaccreditation Year 2 Notes:

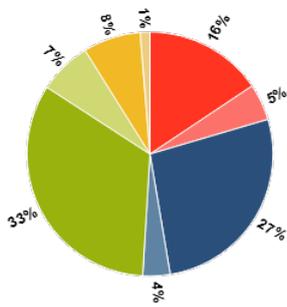
Firearm Data Note: Firearm Display Only does not send an alert to the EIIS system.

Other Data Note: Data totals only are available for the following categories:

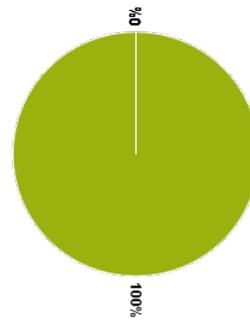
Total Incidents Resulting in Officer Injury/Death	35
Total UOF Arrests	402
Total Custodial Arrests	3777

Reaccreditation Year 2 Charts

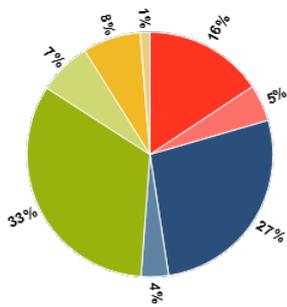
Total Firearm



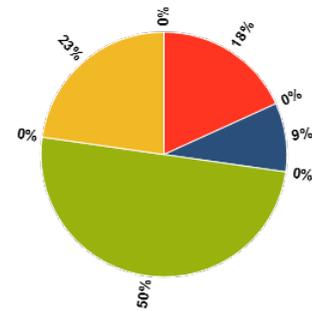
Firearm Discharge



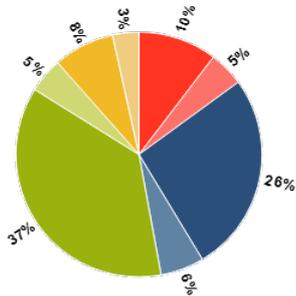
Firearm Display



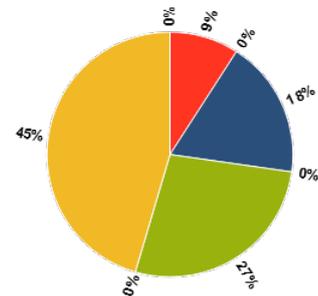
ECW Discharge



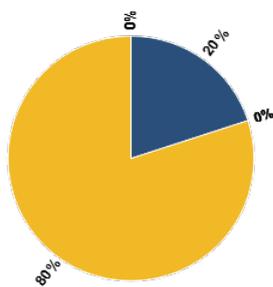
ECW Display



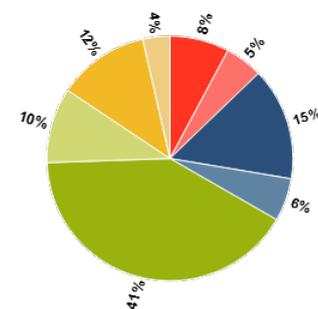
Baton



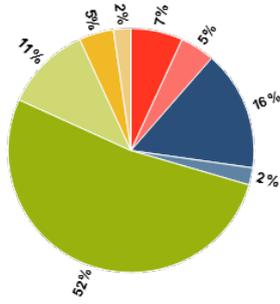
Chemical/OC



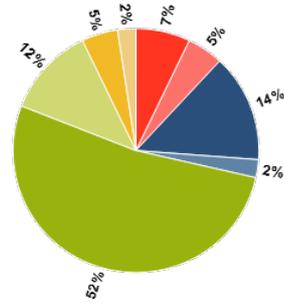
Weaponless



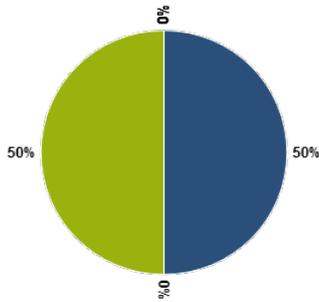
Total Canine



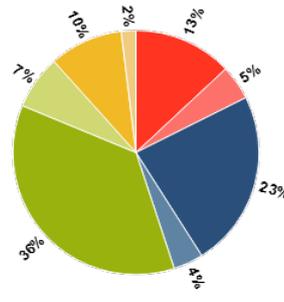
Canine: Release Only



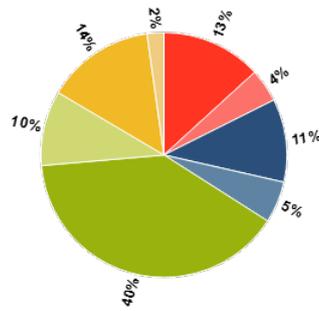
Canine: Release and Bite



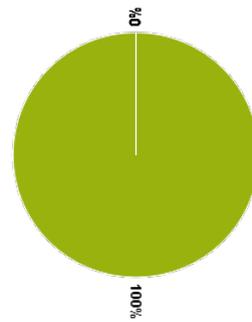
Total Uses of Force



Total Number of Suspects Receiving Non-Fatal Injuries



Total Number of Suspects Receiving Fatal Injuries



Legend

White Non-Hispanic Male	
White Non-Hispanic Female	
Black Non-Hispanic Male	
Black Non-Hispanic Female	
Hispanic Latino Any Race Male	
Hispanic Latino Any Race Female	
Other Male	
Other Female	

Grievances

Grievances	Year 1	Year 2
Number	1	0

Reaccreditation Year 1 Notes:

One grievance was filed with the City of Hayward Human Resources Department in 2017. The grievance was filed by an SEIU member and concerns the classification/amount of holiday pay. Resolution of the grievance is pending with Human Resources.

Personnel Actions

	Year 1	Year 2
Suspension	2	3
Demotion	1	2
Resign In Lieu of Termination	0	0
Termination	0	0
Other	6	12
Total	9	17
Commendations	42	28

Complaints and Internal Affairs - Reaccreditation Year 2

	Year 1	Year 2
External/Citizen Complaint		
Citizen Complaint	10	16
Sustained	5	2
Not Sustained	1	0
Unfounded	2	14
Exonerated	1	0
Internal/Directed Complaint		
Directed Complaint	9	13
Sustained	4	11
Not Sustained	0	1
Unfounded	2	1
Exonerated	2	

Calls For Service - Reaccreditation Year 2

	Year 1	Year 2
Calls for Service	81431	126442
UCR/NIBRS Part 1 Crimes		
Murder	5	3
Forcible Rape	70	85
Robbery	306	364
Aggravated Assault	182	217
Burglary	482	545
Larceny-Theft	2740	2849
Motor Vehicle Theft	1801	1376
Arson	37	21

Motor Vehicle Pursuit

	Year 1	Year 2
Pursuits		
Total Pursuits	10	9
Forcible stopping techniques used	2	2
Terminated by Agency	6	2
Policy Compliant	8	8
Policy Non-Compliant	2	1
Collisions		
Injuries		
Total Collisions	1	1
Officer	0	0
Suspect	2	2
ThirdParty	0	0
Reason Initiated		
Traffic	1	2
Felony	7	6
Misdemeanor	2	1

Agency Breakdown Report - Reaccreditation Year 1

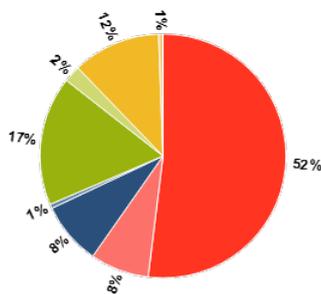
	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Sworn Personnel									
Executive	1	0	0	0	1	0	2	0	4
Command	6	1	0	1	1	0	1	0	10
Supervisory Positions	12	3	2	0	6	1	2	1	27
Non-Supervisory Positions	75	10	13	0	23	3	16	0	140
Sub Total									181
Non Sworn Personnel									
Executive	1	0	0	0	0	0	0	1	2
Managerial	4	3	0	0	1	0	0	1	9
Supervisory Positions	5	4	0	2	0	0	1	3	15
Non-Supervisory Positions	9	41	0	6	7	14	2	9	88
Sub Total									114
Total									295

Reaccreditation Year 1 Notes:

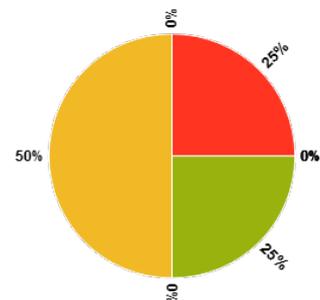
Data as of December 31, 2017.

Reaccreditation Year 1 Charts

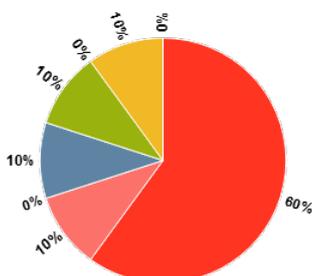
Total Sworn Personnel



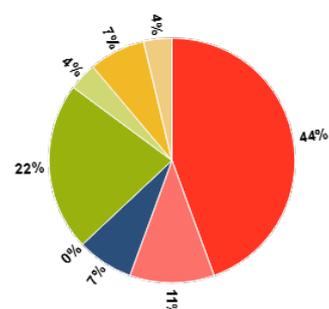
Sworn Personnel: Executive



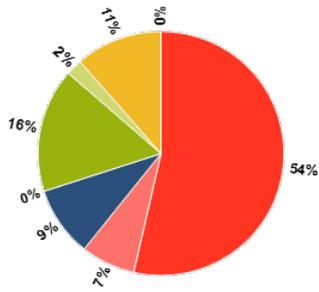
Sworn Personnel: Command



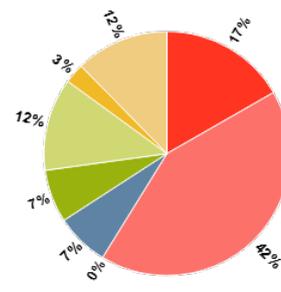
Sworn Personnel: Supervisory Positions



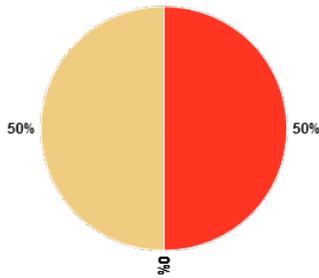
Sworn Personnel: Non-Supervisory Positions



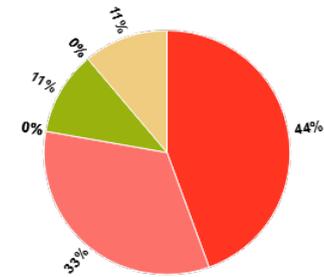
Total Non-Sworn Personnel



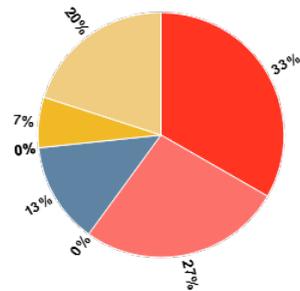
Non-Sworn Personnel: Executive



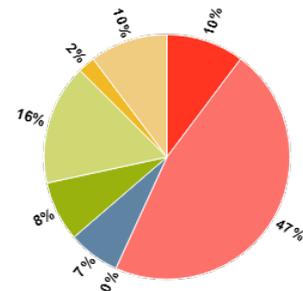
Non-Sworn Personnel: Managerial



Non-Sworn Personnel: Supervisory Positions



Non-Sworn Personnel: Non-Supervisory Positions



Legend

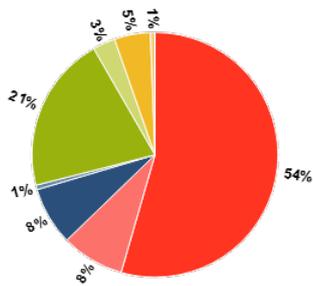
White Non-Hispanic Male	
White Non-Hispanic Female	
Black Non-Hispanic Male	
Black Non-Hispanic Female	
Hispanic Latino Any Race Male	
Hispanic Latino Any Race Female	
Other Male	
Other Female	

Agency Breakdown Report - Reaccreditation Year 2

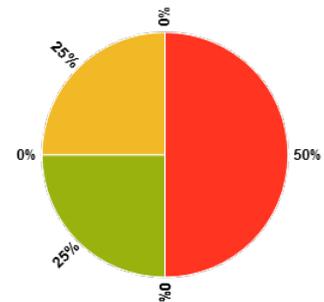
	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Sworn Personnel									
Executive	2	0	0	0	1	0	1	0	4
Command	8	1	0	1	1	0	1	0	12
Supervisory Positions	11	2	1	0	6	2	2	1	25
Non-Supervisory Positions	71	11	12	0	27	3	4	0	128
Sub Total									169
Non Sworn Personnel									
Executive	1	0	0	0	0	0	0	1	2
Managerial	2	2	0	0	1	1	0	0	6
Supervisory Positions	4	3	0	2	1	0	1	0	11
Non-Supervisory Positions	8	36	0	8	6	13	2	11	84
Sub Total									103
Total									272

Reaccreditation Year 2 Charts

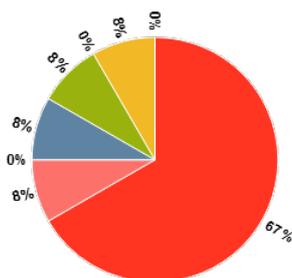
Total Sworn Personnel



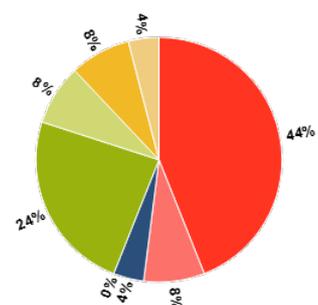
Sworn Personnel: Executive



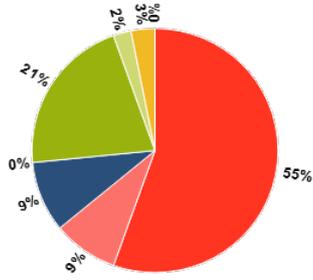
Sworn Personnel: Command



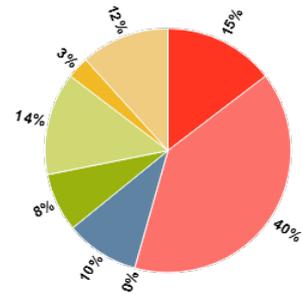
Sworn Personnel: Supervisory Positions



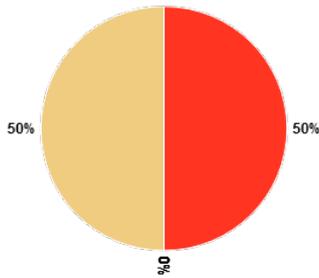
Sworn Personnel: Non-Supervisory Positions



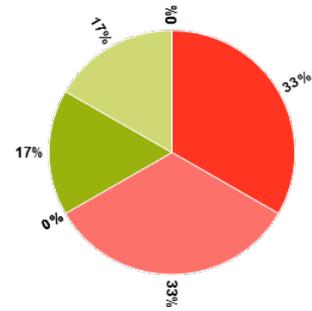
Total Non-Sworn Personnel



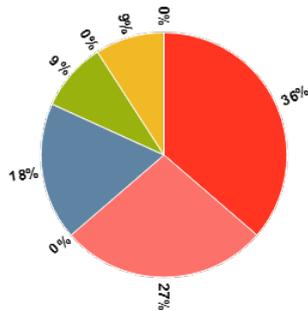
Non-Sworn Personnel: Executive



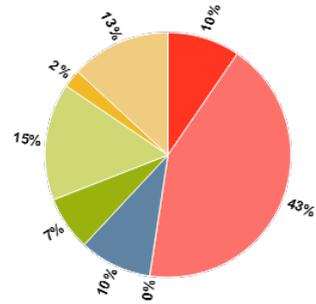
Non-Sworn Personnel: Managerial



Non-Sworn Personnel: Supervisory Positions



Non-Sworn Personnel: Non-Supervisory Positions



Legend

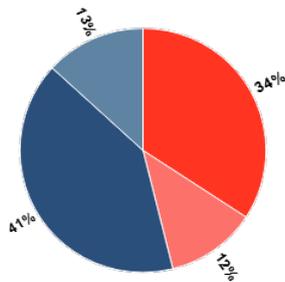
White Non-Hispanic Male	
White Non-Hispanic Female	
Black Non-Hispanic Male	
Black Non-Hispanic Female	
Hispanic Latino Any Race Male	
Hispanic Latino Any Race Female	
Other Male	
Other Female	

Agency Demographics Report - Reaccreditation Year 1

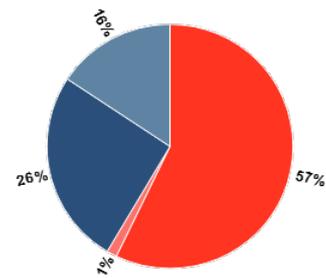
	Service Population		Available Workforce		Current Sworn Officers		Current Female Sworn Officers		Prior Sworn Officers		Prior Female Sworn Officers	
	#	%	#	%	#	%	#	%	#	%	#	%
White Non-Hispanic	54698	34%	840329	57%	108	59%	14	7%	118	61%	14	7%
Black Non-Hispanic	19032	11%	19772	1%	16	8%	1	0%	16	8%	1	0%
Hispanic Latino	65094	40%	378972	25%	35	19%	4	2%	34	17%	5	2%
Any Race												
Other	21113	13%	230679	15%	22	12%	1	0%	23	12%	2	1%
Total	159937		1469752		181		20		191		22	

Reaccreditation Year 1 Charts

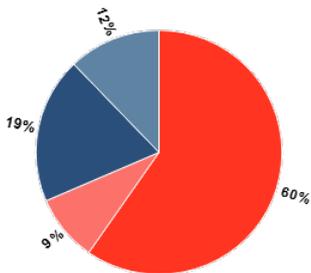
Service Population



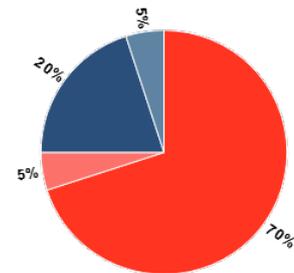
Available Workforce



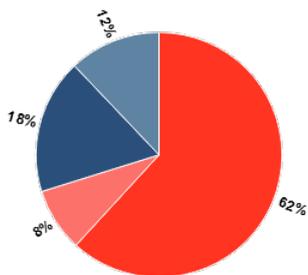
Current Sworn Officers



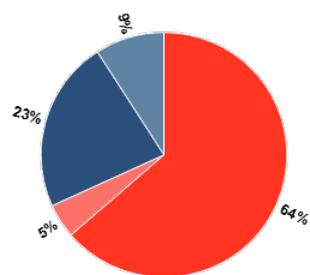
Current Sworn Female Officers



Prior Sworn Officers



Prior Sworn Female Officers



Legend

White Non-Hispanic	
--------------------	---

Black Non-Hispanic	
Hispanic Latino Any Race	
Other	

Agency Demographics Report - Reaccreditation Year 2

	Service Population		Available Workforce		Current Sworn Officers		Current Female Sworn Officers		Prior Sworn Officers		Prior Female Sworn Officers	
	#	%	#	%	#	%	#	%	#	%	#	%
White Non-Hispanic	54981	34%	834921	50%	106	62%	14	8%	108	59%	14	7%
Black Non-Hispanic	19100	11%	187941	11%	14	8%	1	0%	16	8%	1	0%
Hispanic Latino	65323	40%	374218	22%	40	23%	5	2%	35	19%	4	2%
Any Race												
Other	21186	13%	266110	15%	9	5%	1	0%	22	12%	1	0%
Total	160590		1663190		169		21		181		20	

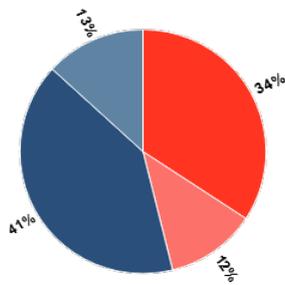
Reaccreditation Year 2 Notes:

Service population total is from the most recent U.S. Census Bureau data dated July 1, 2017; subpopulation percentage numbers are from the City of Hayward website.

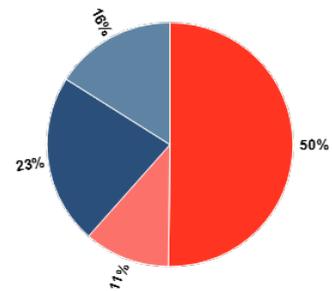
Available workforce data, including subpopulations, is from the most recent U.S. Census Bureau data for Alameda County, CA, dated July 1, 2017.

Reaccreditation Year 2 Charts

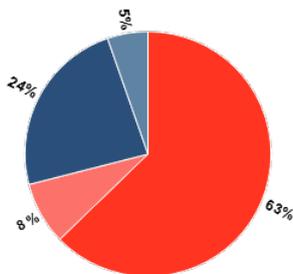
Service Population



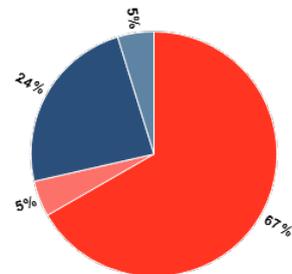
Available Workforce



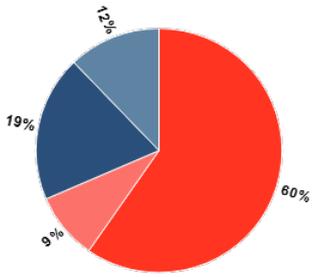
Current Sworn Officers



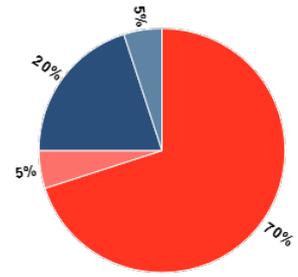
Current Sworn Female Officers



Prior Sworn Officers



Prior Sworn Female Officers



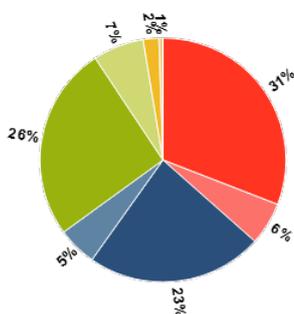
Legend

White Non-Hispanic	
Black Non-Hispanic	
Hispanic Latino Any Race	
Other	

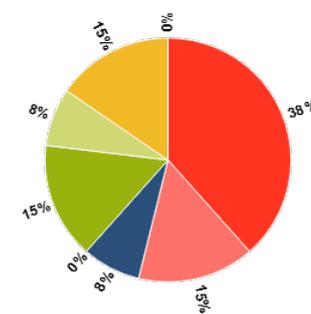
Sworn Officer Selection - Reaccreditation Year 1

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Applications Recieved	60	11	45	10	50	13	4	1	194
Applicants Hired	5	2	1	0	2	1	2	0	13
Percent Hired	8%	18%	2%	0%	4%	8%	50%	0%	N/A
Percent of Workforce Population	4%		1%		2%		1%		N/A

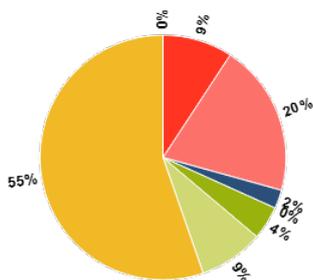
Applications Recieved



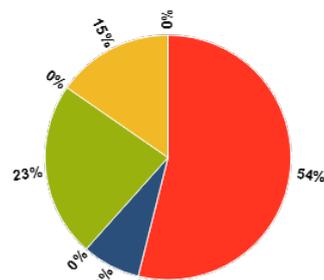
Applicants Hired



Percent Hired



Percent of Workforce Population



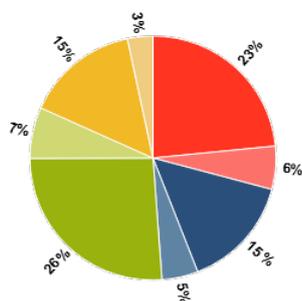
Legend

White Non-Hispanic Male	
White Non-Hispanic Female	
Black Non-Hispanic Male	
Black Non-Hispanic Female	
Hispanic Latino Any Race Male	
Hispanic Latino Any Race Female	
Other Male	
Other Female	

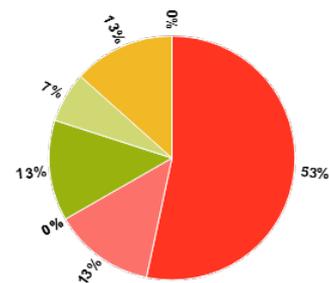
Sworn Officer Selection - Reaccreditation Year 2

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Applications Recieved	394	96	251	80	439	114	251	56	1681
Applicants Hired	8	2	0	0	2	1	2	0	15
Percent Hired	2%	2%	0%	0%	0%	1%	1%	0%	N/A
Percent of Workforce Population	6%		0%		2%		1%		N/A

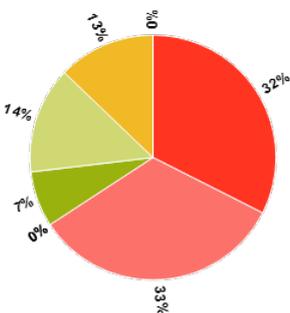
Applications Recieved



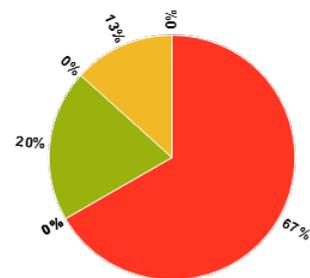
Applicants Hired



Percent Hired



Percent of Workforce Population



Legend

White Non-Hispanic Male	
White Non-Hispanic Female	
Black Non-Hispanic Male	
Black Non-Hispanic Female	
Hispanic Latino Any Race Male	
Hispanic Latino Any Race Female	
Other Male	
Other Female	

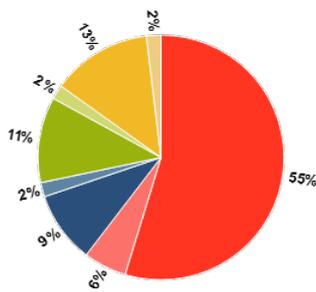
Sworn Officer Promotions - Reaccreditation Year 1

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Tested	29	3	5	1	6	1	7	1	53
Eligible After Testing	19	2	4	1	5	1	5	1	38
Promoted	7	0	1	0	1	1	3	1	14
Percent Promoted	24 %	0 %	20 %	0 %	17 %	100 %	43 %	100 %	N/A

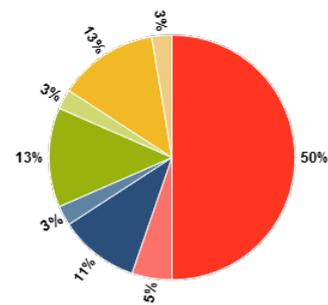
Reaccreditation Year 1 Notes:

Several officers were promoted from eligibility testing lists that were extended from 2015-2016.

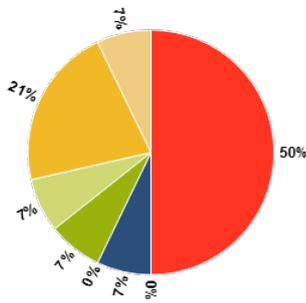
Tested



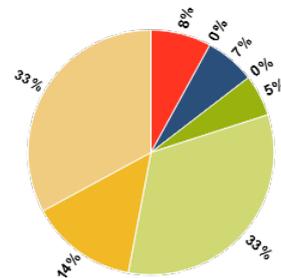
Eligible After Testing



Promoted



Percent Promoted



Legend

White Non-Hispanic Male	
White Non-Hispanic Female	
Black Non-Hispanic Male	
Black Non-Hispanic Female	
Hispanic Latino Any Race Male	
Hispanic Latino Any Race Female	
Other Male	
Other Female	

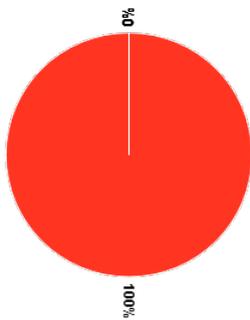
Sworn Officer Promotions - Reaccreditation Year 2

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Tested	0	0	0	0	0	0	0	0	0
Eligible After Testing	0	0	0	0	0	0	0	0	0
Promoted	3	0	0	0	0	0	0	0	3
Percent Promoted	%	%	%	%	%	%	%	%	N/A

Reaccreditation Year 2 Notes:

Officers were promoted from eligibility lists that were extended from 2017. Promotional tests and eligibility lists for Lieutenants and Sergeants will be held in 2019.

Promoted



Legend

White Non-Hispanic Male	
White Non-Hispanic Female	
Black Non-Hispanic Male	
Black Non-Hispanic Female	
Hispanic Latino Any Race Male	
Hispanic Latino Any Race Female	
Other Male	
Other Female	

